

**FCC ANNUAL EEO REPORT - "WBIQ, Birmingham, AL"**  
**DECEMBER 1, 2011 - NOVEMBER 30, 2012**

**Externally Filled Full Time Positions**

<b>FT Position</b>	<b>Title</b>	<b>Date Filled</b>	<b>Recruitment</b>	<b>Source</b>	<b>Number Interviewed</b>	<b>Number Hired</b>
1	TV/Radio Corporate Support Manager*	6/1/2012	APT Main Website		3	1
			WLRH - Huntsville		0	0
			PBS Connect Website		1	0
			Alabama Association of NonProfits		0	0
			Alabama Broadcasters Association		1	0
			Corporation for Public Broadcasting		0	0
			Athens State University		0	0
			Alabama State University		0	0
			AWARE - Positive Maturity		0	0
			Department of Veterans Affairs (B"ham Office)		0	0
			TVJobs.com**		0	0
2	Chief Operating Officer*	9/1/2012	N/A***		1	1
3	Executive Director	9/10/2012	AL State Dept of Personnel****		1	0
			APT Main Website		0	0
			WAIQ - Montgomery		0	0
			WLRH - Huntsville		0	0
			Alabama Broadcasters Association/Media Representatives		3	1

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The Birmingham News/AL.COM	1	0
The Montgomery Advertiser/CareerBuilder	0	0
The Huntsville Times	0	0
Alliance for Women in Media	0	0
Broadcasting & Cable Magazine	1	0
National Association of Black Journalists	0	0
Athens State University	0	0
Alabama State University	0	0
AWARE - Positive Maturity	0	0
Department of Veterans Affairs (Birmingham Office)	0	0
Internal APT Referrals	1	0
<b>Total</b>	<b>13</b>	<b>3</b>

\*An Alabama Educational Television Foundation Authority (AETFA) position - The AETFA is a public non-profit corporation created by the State of Alabama. The authority shall receive, invest and expend donated moneys for educational and eleemosynary purposes, related to the promotion, development and growth of educational and public broadcasting and television in Alabama.

\*\*TVJobs.com is an Internet based employment service for advertisement/search of jobs in Broadcasting. TVJobs.com posts jobs for over 4,000 companies across 450 categories including jobs in Television News, Production, Engineering, Sales, Post

\*\*\*This position was filled without advertising due to exigent circumstances. In order to meet the business needs of the organization, the Alabama Educational Television Commission Board voted to hire a retired APT employee in this position following the unexpected resignations of the then current Chief Operating Officer and the Interim Executive Director. The new COO also acted as Executive Director from 9/1/2012 - 9/9/2012.

\*\*\*\*The State of Alabama engages in their own recruitment efforts mandated by State law. Announcements of State positions available are sent to the following sources which APT accepts as fulfilling the FCC recruitment guidelines: State of Alabama Employment Agencies (1 in every county), Other State of Alabama Agencies, organizations & individuals, State of Alabama Congressmen & Senators' offices, State of Alabama Colleges & Universities, and on-site participation in career fairs at various State of Alabama colleges & universities.

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**Recruitment Sources**

The following is contact information regarding the recruitment sources utilized to fill positions at WBIQ:

<b>Source #</b>	<b>Recruitment Source</b>	<b>Contact</b>
1	AL State Dept of Personnel 64 N. Union Street Montgomery, AL 36130-2301	Christy Kelley
2	Alabama Public Television Website 2112 11th Avenue South, Suite 400 Birmingham, AL 35205 205-328-8756	Chester Lee
3	WAIQ - Montgomery 1255 Madison Avenue Montgomery, AL 35107 334-264-9900	Chris Holmes
4	WLRH - Huntsville University of Alabama of Huntsville Campus John Wright Drive Huntsville, AL 35899 256-895-9574	Brett Tannehill
5	PBS Connect Website 2100 Crystal Drive Arlington, VA 22202 703-739-5229	Seton McIlroy
6	Alabama Association of NonProfits P. O. Box 292305 Birmingham, AL 35229 205-879-4712	Erin Tumlin

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7	Alabama Broadcasters Association 2180 Park Lake Drive Hoover, AL 35244 205-982-5001	Sharon Tinsley
8	The Birmingham News/AL.COM 2200 4th Avenue North Birmingham, AL 35203 205-325-3305	Doris Swann
9	The Montgomery Advertiser/CareerBuilder 425 Molton Street Montgomery, AL 36104 (888) 692-4315	Wade Johnson
10	The Huntsville Times 2317 Memorial Parkway SW Huntsville, AL 35801 (256) 532-4393	Dana Harper
11	Corporation for Public Broadcasting 401 9th Street., NW Washington, DC 20004-2129 (202) 879-9600	Erik Dunham
12	Alliance for Women in Media 1760 Old Meadow Road, #500 McLean, VA 22102 (703) 506-3290	Kate Wiswander
13	Broadcasting & Cable Magazine 28 East 28th Street, 12th Floor New York, NY 10016	Zahara Majma
14	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 20742 (866) 964-2765 x2716	Keiona Davis
15	Athens State University 300 North Beaty Street Athens, AL 35611 (256) 233-8221	Heath Daws
16	Alabama State University P. O. Box 271 Montgomery, AL 36101-0271 (334) 229-4493	A. David Okeowo

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17	AWARE - Positive Maturity 3918 Montclair Road, Suite 200 Birmingham, AL 35213 (205) 803-5039	Peggy Clarke Genice Mayhand
18	Department of Veterans Affairs (Birmingham Office) 700 South 19th Street Birmingham, AL 35233 (205) 933-8101	Anita Barnes
19	TVJobs.com Broadcast Employment Services P. O. Box 4116 Oceanside, CA 92052 760-754-8177	Mark Holloway

NOTE: If your organization is interested in being contacted for routine job openings, please contact our offices at (205) 328-8756 and request to be connected to the Personnel Manager.

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**Details of Long Term Outreach Initiatives**

<b>Description of Activity</b>	<b>Date</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
Participation in Job Fair - University of Alabama, Birmingham, AL to expose college students to the types of positions available in the Broadcast Industry	1/17/2012	Staffed a table. Discussed types of positions at WBIQ and distributed 23 brochures to interested students.	Lynne Meeks, Project Manager, Tracy Neeley, Personnel Manager
Participation in Job Fair - University of Alabama, Tuscaloosa, AL to expose college students to the types of positions available in the Broadcast Industry	2/17/2012	Staffed a table. Discussed types of positions at WBIQ and distributed 21 brochures to interested students.	Tracy Neeley, Personnel Manager
Scholarship Program - developed a scholarship program designed to assist students interested in pursuing a career in broadcasting.	10/11/2012	Developed an APT scholarship program. Provided one \$1,000 scholarship - APT Scholarship for WBIQ (Birmingham)	Scholarship awarded to a student from Troy University, Troy, Alabama
Internship Program - Ongoing annual internship Program to provide college students with real life learning experience in a broadcast environment.	On-going	4 interns in B'ham Production, 2 interns in the Public Information Dept, 1 intern in the Education Dept	Direct supervision by: Chris Holmes-Production Director, Michael McKenzie-Marketing Specialist and Suzanne McFerrin-Early Childhood Coordinator

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Management Training - Management Training on Methods of Ensuring Equal Employment Opportunity and Promoting Diversity. APT in-house training for managers. Melva Tate, President, Strategic HR Partnerships provided an EEO-Diversity workshop to managers and supervisors.	10/25/2012	Management staff members attended from WBIQ and actively participated in the workshop.	J. S. Boyd, Asst. Broadcast Director, Roy Clem, Executive Director, Catherine Davis-Education Specialist, Drinkard, Paula-Executive Assistant, Peggy Hair-Major Gifts Officer, Chris Holmes-Production Director, David Hudson-IT Systems Specialist, Assoc., Jim Hyatt-Asst. Broadcast Director, Cindy Kirk-Vice President of Educational Services, Suzanne McFerrin-Early Childhood Coordinator, Mike McKenzie-Marketing Specialist, Lynne Meeks-Program Manager, Tracy Neeley-Personnel Manager, Beverly Phillips-Mgr, Corporate Support, Cynthia Smith-Education Specialist, Cynthia Shavers Smith, Staff Accountant, Despina Vodantis-Interim Development Director/Membership Director, Windell Wood-COO, Mary Ann Woods-Senior Accountant
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